BELLEVUE UNIVERSITY

Real Learning for *Real* Life

Recruit
Develop
Retain

Michael Echols Ph.D.

Recruit
Develop
Retain

Supply

77 million vs 44 million

Number of BOOMERS LEAVING

Number in GEN X available to TAKE OVER leadership roles

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The Gap

Quantity

33 million
“bodies” lost

Experience

1,000+ million years of accumulated experience lost.

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Supply: High School Gra

15 year PEAK at 2.9 million This Year!

Then **DECLINE** until about 2015

Those just entering the work force will be in a hot competitive arena requiring even more training and development than Xers.

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Supply: Teacher Shortag

"Over the next four years, more than a third of the nation's 3.2 million teachers could retire...

situation aggravated by high attrition among rookie teachers."

Report Envisions Shortage of Teachers as Retirement Escalates
Sam Dillon – New York Times, April 7, 2009

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Demand: Growing DoD Need

Shift from using civilian contractors

Just last week

Defense Secretary Gates announces plans "to hire tens of thousands of civil servants" for procurement

Military Budget Reflects a Shift in US Strategy
Christopher Drew & Elisabeth Bumiller – New York Times, April 7, 2009

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How Are You Doing?

Workforce Development

competition late last

23% of 2008 recruits female

inner:

54% of college enrollees are now female

Implication: 31 percentage point mismatch

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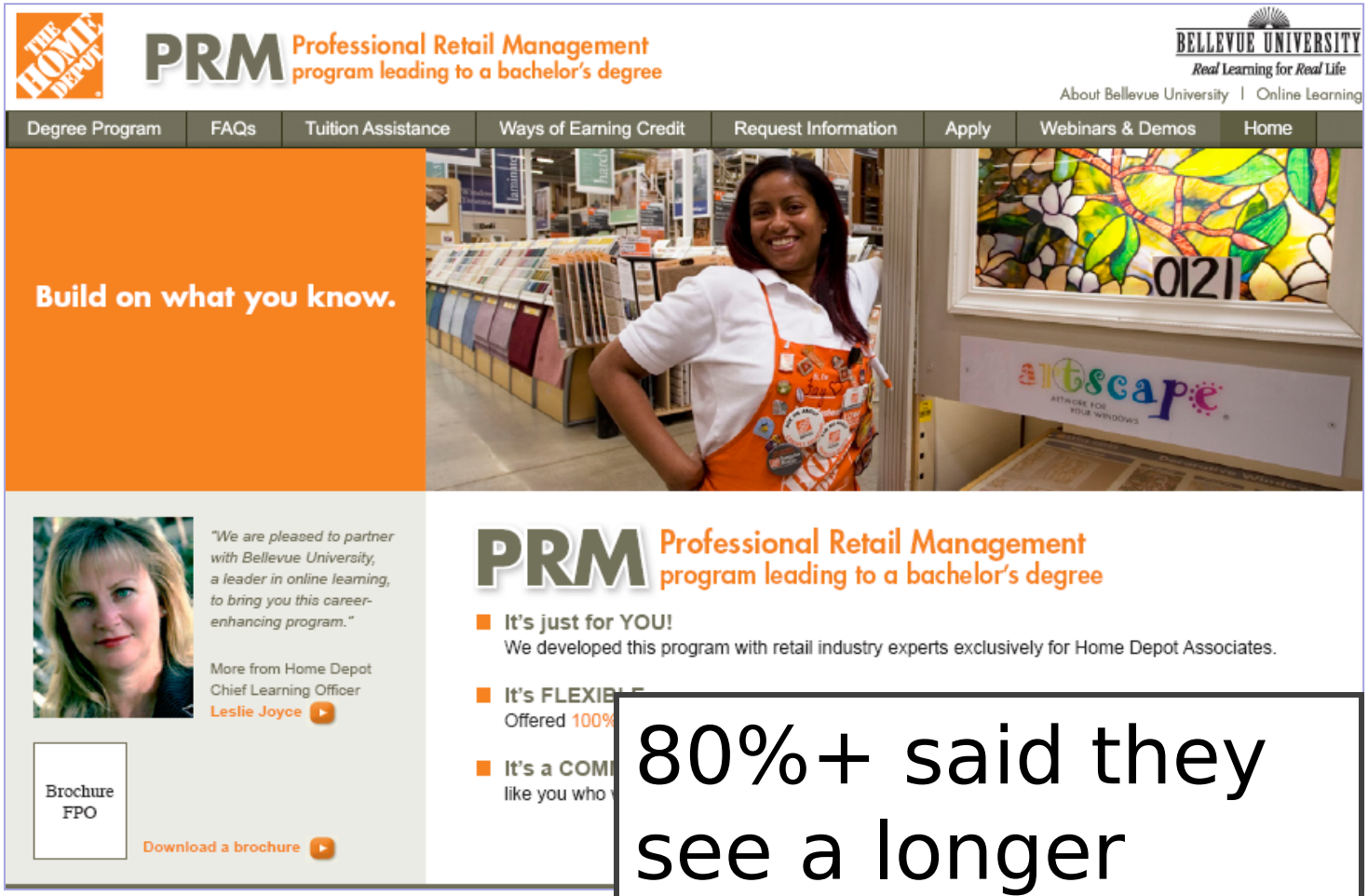
Retention


PRM Professional Retail Management
program leading to a bachelor's degree
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"We are pleased to partner with Bellevue University, a leader in online learning, to bring you this career-enhancing program."
More from Home Depot Chief Learning Officer
Leslie Joyce
Brochure FPO
Download a brochure
PRM Professional Retail Management
program leading to a bachelor's degree
It's just for YOU!
We developed this program with retail industry experts exclusively for Home Depot Associates.
It's FLEXIBL
Offered 100%
It's a COMI
like you who

80%+ said they see a longer Home Depot career as result of enrolling in the

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Recruitment

verizon wireless
Professional Retail Sales & Management
A learning program developed for VZW employees by
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PRSM
Gain great insights into Retail Sales & Management with this custom-developed program.
The Professional Retail Sales & Management Program - PRSM - is just for YOU.
Developed by national retail sales experts, Verizon Wireless, and Bellevue University, this program gives you a view of the retail business today using specific case studies and examples of the way
"We are pleased to partner with Bellevue University to bring you this enriching program on Professional Retail Sales & Management. The courses include actual VZW case studies and reports which make the learning relevant to what you encounter every day with us. I know you'll find the learning engaging and valuable and I encourage you to find out more today."

55% of LearningLINK participants surveyed felt the tuition assistance program was *a factor in their decision to accept employment at*

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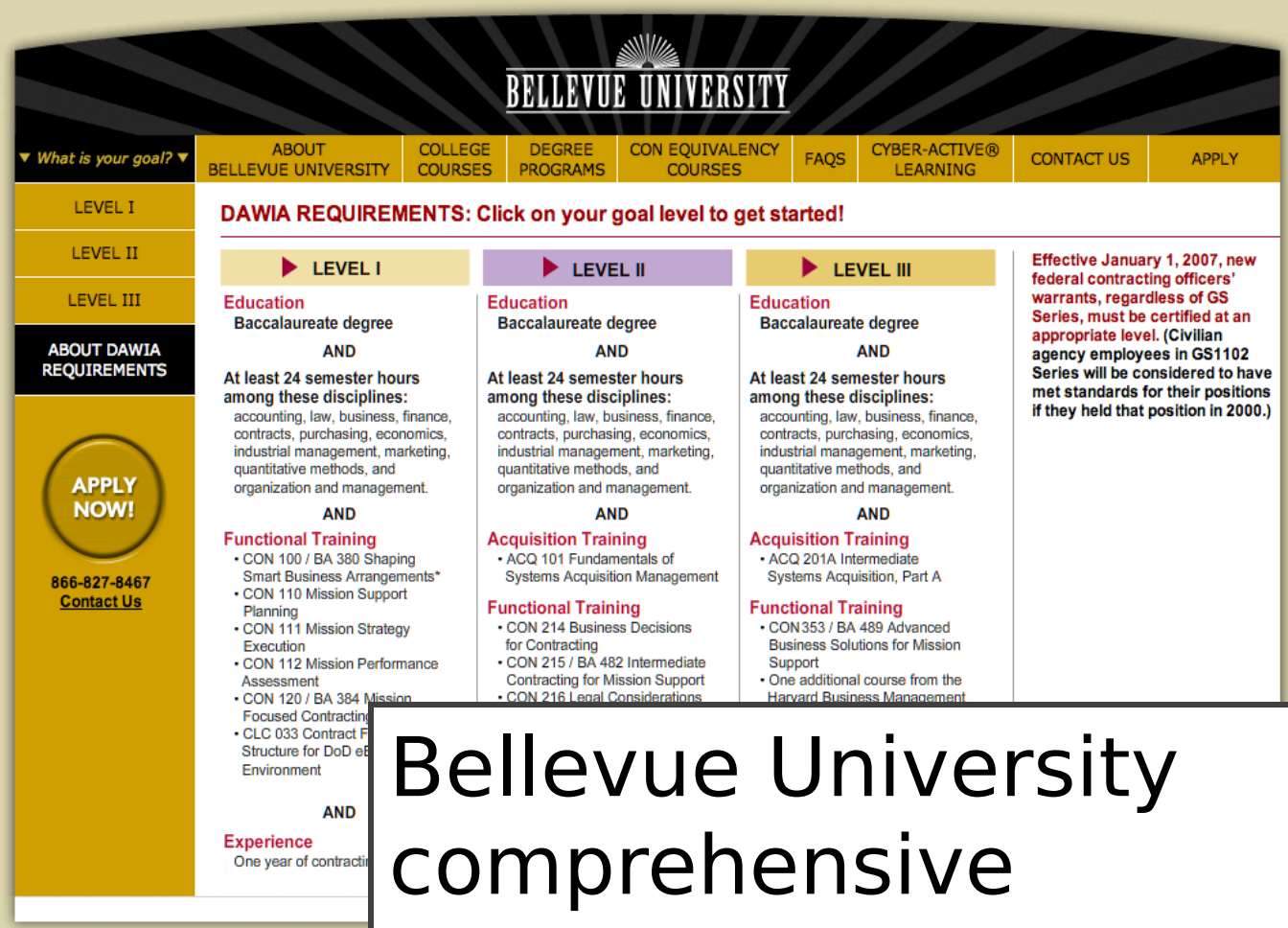
Development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What is your goal?
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DEGREE PROGRAMS
CON EQUIVALENCY COURSES
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DAWIA REQUIREMENTS: Click on your goal level to get started!
LEVEL I
LEVEL II
LEVEL III
Education
Baccalaureate degree
AND
At least 24 semester hours among these disciplines:
accounting, law, business, finance, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management.
AND
Functional Training
• CON 100 / BA 380 Shaping Smart Business Arrangements*
• CON 110 Mission Support Planning
• CON 111 Mission Strategy Execution
• CON 112 Mission Performance Assessment
• CON 120 / BA 384 Mission Focused Contracting
• CLC 033 Contract F Structure for DoD eB Environment
AND
Experience
One year of contracti
Education
Baccalaureate degree
AND
At least 24 semester hours among these disciplines:
accounting, law, business, finance, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management.
AND
Acquisition Training
• ACQ 101 Fundamentals of Systems Acquisition Management
Functional Training
• CON 214 Business Decisions for Contracting
• CON 215 / BA 482 Intermediate Contracting for Mission Support
• CON 216 Legal Considerations
Education
Baccalaureate degree
AND
At least 24 semester hours among these disciplines:
accounting, law, business, finance, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management.
AND
Acquisition Training
• ACQ 201A Intermediate Systems Acquisition, Part A
Functional Training
• CON 353 / BA 489 Advanced Business Solutions for Mission Support
• One additional course from the Harvard Business Management
Effective January 1, 2007, new federal contracting officers' warrants, regardless of GS Series, must be certified at an appropriate level. (Civilian agency employees in GS1102 Series will be considered to have met standards for their positions if they held that position in 2000.)

Bellevue University comprehensive solution to DAWIA and FAC-C certification requirements. All

HELP

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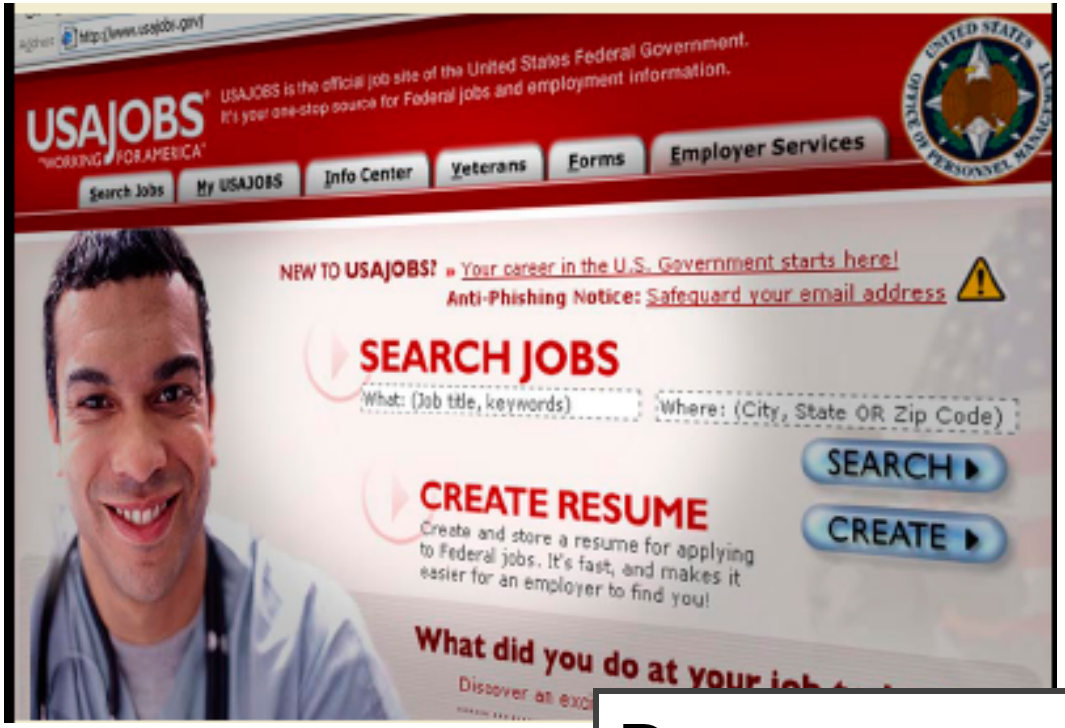
Recruitment Challenge

Difficult to enter from outside


USAJOBS
USAJOBS is the official job site of the United States Federal Government.
It's your one-stop source for Federal jobs and employment information.
Search Jobs
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Info Center
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Forms
Employer Services
NEW TO USAJOBS? » Your career in the U.S. Government starts here!
Anti-Phishing Notice: Safeguard your email address
SEARCH JOBS
What: (Job title, keywords)
Where: (City, State OR Zip Code)
SEARCH
CREATE RESUME
Create and store a resume for applying to Federal jobs. It's fast, and makes it easier for an employer to find you!
CREATE
What did you do at your

Process and requirements more difficult than civil job posting sites

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Motivation: Current Lea

Most important factors for Job Satisfaction…

- Salary
- Recognition
- Job Status/Prestige/Rank

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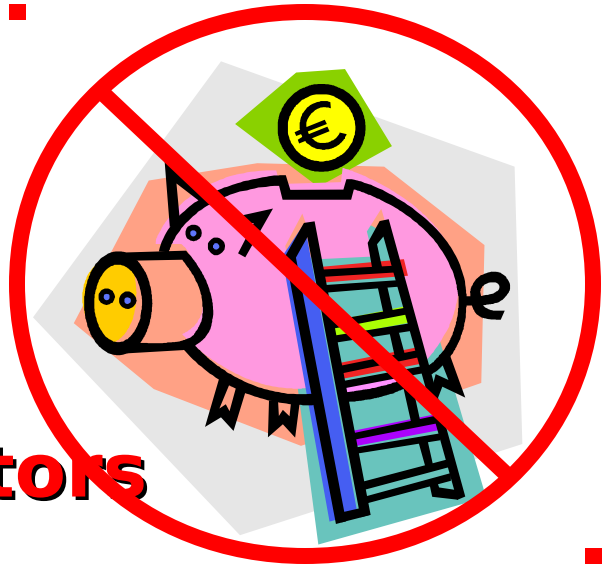
Motivation Disconnect

- Salary
- Recognition
- Job Status/Prestige/Rank

Most important for Senior Leaders



Least important factors for Gen Xers

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Engagement

What motivates Gen Yers?

Positive relationship with supervisor

Positive relationship with co-workers

Opportunities to learn

Interesting work

Implications

- These folks are very different than current leaders
- Education and relationships very important

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Summary & Conclusions

- Supply / Demand outlook is grim
  - Xers and high school grads
- New communications online approaches being used
  - Within organizations
  - On job recruiting sites
- Very different motivation and behavior of Gen Xers requires different organization culture